

## **SECOND AMENDMENT TO SUPERINTENDENT'S CONTRACT**

This Second Amendment to the Superintendent's Contract ("Second Amendment") is entered into by and between the Board of Education for Adrian Public Schools (the "Board") and ("Superintendent") (collectively the "Parties"), pursuant to and in accordance with the provisions of paragraph 14 of the Superintendent's employment contract with the Board, having a term commencing on March 1, 2022, and ending on June 30, 2027.

The Board and Superintendent agree as follows:

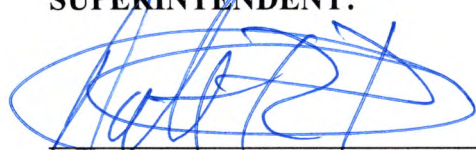
1. The Board and Superintendent currently have an employment contract (the "Contract") for a period commencing on March 1, 2022, through June 30, 2027.
2. Except as provided herein, this Second Amendment is intended to supplement, not replace, the terms and conditions of the Contract.
3. Paragraph 4, "Performance Evaluation" of the Contract, governs the Board's evaluation process of the Superintendent's job performance. Based on recent legislative enactments to the Revised School Code, the "Minimally Effective" and "Ineffective" performance evaluation ratings will no longer be in effect starting on July 1, 2024. Consequently, the parties agree that paragraph 4, subparagraph B will instead reference the "Developing" or "Needing Support" performance evaluation rating starting on July 1, 2024.
4. In addition, the Board and Superintendent agree to the following revision of paragraph 4 of the Superintendent's Contract:

Within fifteen (15) calendar days after Board action on the Superintendent's evaluation rating, the Superintendent may appeal an evaluation rating of needing support. The written appeal must be delivered to the Board President and identify the specific reason(s) for the appeal and the remedy sought. No later than fifteen (15) calendar days after the Board President's receipt of the appeal, a meeting shall be scheduled for the Board to review the Superintendent's appeal. As permitted by the Open Meetings Act, the appeal review may be conducted in closed session at the Superintendent's request. The Board's decision is final and is not subject to arbitration.

5. The Parties agree that all other terms of the Superintendent's employment contract not addressed in this Second Amendment shall continue.

**SUPERINTENDENT:**

Date: 6/24/, 2024

  
\_\_\_\_\_  
Nathan Parker, Superintendent

**BOARD OF EDUCATION FOR ADRIAN  
PUBLIC SCHOOLS**

Date: 6/24, 2024

By: Beth Ferguson  
\_\_\_\_\_  
Its: President

Date: 6/24, 2024

By: Mike Bohn  
\_\_\_\_\_  
Its: Secretary

## Attachment 1

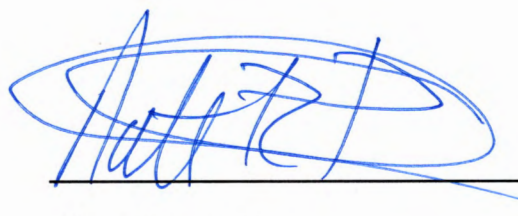
### Base Salary

Year	Effective Date	Annual Salary
1	July 1, 2024	\$159,165.90
2	July 1, 2025	\$162,349.22
3	July 1, 2026	TBD

**IN WITNESS WHEREOF**, the parties have caused this contract to be executed on the day and year listed below.

Dated:

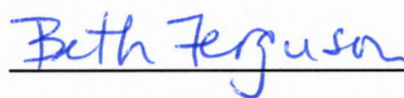
6/24/24



Superintendent

Dated:

6/24/24



Board President

## Attachment 2

### Merit Pay

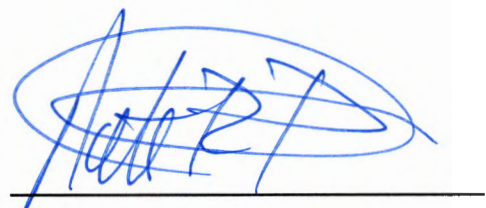
#### 2024-2025 School Year

Effective Pay Date	Performance Area	Incentive Value (Max)
June 9	Implement year 1 of the "Lesson Plan"	\$800
June 9	Create a written and articulated Communications Plan for the District	\$2,000
June 9	Implement the Productivity Rubric of POG in all buildings	\$800
June 9	Continue to offer opportunities for students, staff, and parents on topics such as mental health, bullying, race, religion, identity, cyberbullying, and sex trafficking	\$800
June 9	Increase the number of SOC students in the District over the previous year.	\$3000
June 9	Decrease the number of SOC leaving the District from the previous year.	\$3000

Completion for each performance area will be evaluated before the aforementioned dates above and with the performance review updates scheduled between the Board of Education and the Superintendent. The Superintendent will provide appropriate documentation and artifacts to support completing each identified goal area.

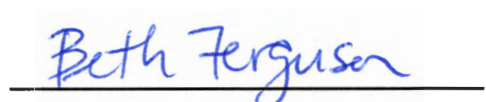
**IN WITNESS WHEREOF**, the parties have caused this contract to be executed on the day and year listed below.

Dated: 6/24/24



Superintendent

Dated: 6/24/24



Board President